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PART-TIME AND SEASONAL EMPLOYMENT

In Nonagricultural Industries California, 2000

This report presents estimates of part-time and seasonal employment in nonagricultural industries in California in 2000. The analysis of part-time employment is based on special tabulations from the Current Population Survey (CPS), a monthly survey of households conducted by the U.S. Bureau of the Census and U.S. Bureau of Labor Statistics (BLS). The historical and demographic data for part-time workers are subject to the definitions and sampling errors inherent in the CPS, which are presented in the "Data Notes" beginning on page 9.

The analysis of seasonal employment uses jobs data from the BLS Current Employment Statistics (CES) Program survey of firms. Seasonal employment levels are estimated by calculating total seasonality. This method is discussed in the "Data Notes" beginning on page 10. Because the data sources and units of analysis for part-time and seasonal employment differ, they are discussed separately.

A report by the Current Economic Statistics Group

Paul Wessen, Research Program Specialist I

MAJOR FINDINGS AND CONTENTS

Part-Time Employment

Seasonal Employment

PART-TIME EMPLOYMENT[1]

NEARLY ONE OUT OF EVERY FIVE NONFARM WORKERS IN CALIFORNIA WORKED PART-TIME IN 2000.

In 2000, there were an estimated 2.8 million Californians who worked part-time, accounting for 18 percent of all nonfarm payroll workers. The share of part-time employment in California was slightly higher than the nationwide average, where part-time workers made up 17 percent of wage and salary workers.

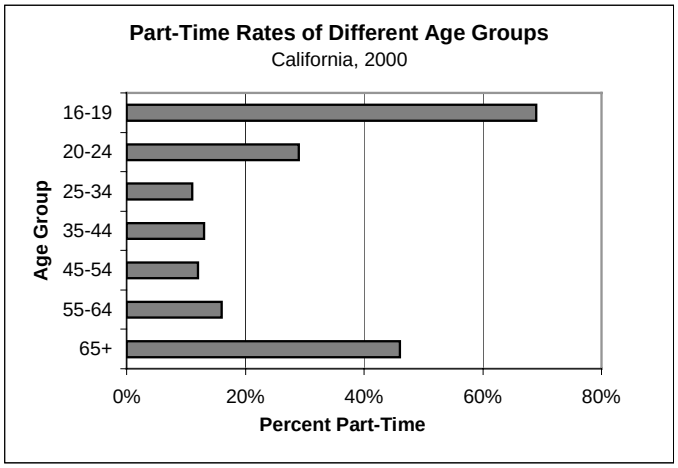
PART-TIME WORKERS WERE MOSTLY WOMEN.

Two-thirds of part-time workers in California were women, a much higher proportion than their share in total nonfarm employment (47 percent). Men made up only one-third of part-timers, but over half (54 percent) of all nonfarm wage and salary workers. One out of every four women working in nonfarm jobs were part-time, compared to one out of every ten men.

TEENAGE WORKERS WERE MOSTLY PART-TIME.

As shown in Figure 1, younger and older workers were most likely to be part-time. Two-fifths of nonfarm workers under the age of 25 were part-time. Part-time work was particularly common among teenagers (age 16 to 19). Seven out of every ten teen nonfarm workers were part-time in 2000. Three out of every ten workers aged 20 to 24 were part-time. At the opposite end of the age spectrum, close to half (46 percent) of workers 65 or older were part-time. However, these workers made up only a small share (7 percent) of all part-timers. In contrast, nearly nine out of every ten workers between the prime working ages of 25 and 64 were full-time. Just 12 percent of prime working age workers were part-time.[2]

Figure 1



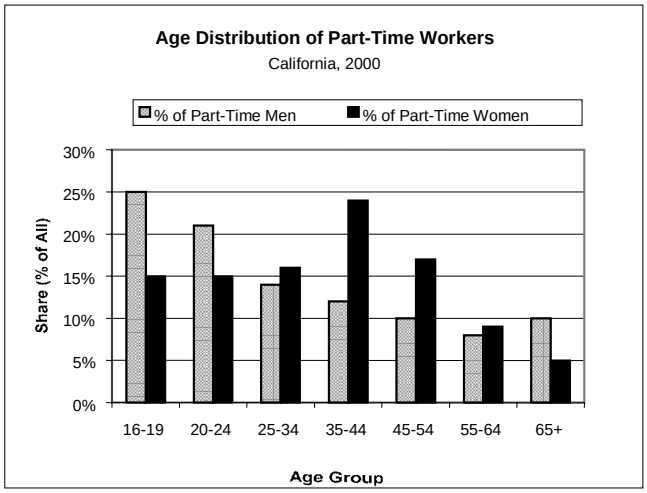
The age distribution of part-time men and women workers differed. Men were more likely than women to work part-time in their youth or at age 65 or older, while women were more likely than men to work part-time throughout their prime working ages. The shares of part-time men were highest in the 65 and over, 16 to 19, and 20 to 24 age groups, and lowest in prime working age groups. In contrast, the shares for part-time women were higher in the prime working age groups (those between the ages of 25 and 64) than in the 65 and older and 16-24 age groups. Part-time workers of prime working age were much more likely to be women than men.

The age composition of part-time men and women workers is shown in Figure 2. While close to half (46 percent) of part-time men were under the age of 25, fewer than one-third of part-time women were. In contrast, two-thirds of part-time women were between the ages of 25 to 64, compared to just over two-fifths of part-time men.

[1] For the purposes of this report, an individual is classified as part-time if he or she usually works between 1 and 34 hours per week in all jobs. Full-time workers are individuals who usually work 35 or more hours per week in all jobs. Individuals are counted only once even if they hold multiple jobs. In 2000, 776,000 Californians worked more than one job, representing 5 percent of the total workforce. Eighty-six percent (667,000) of multiple jobholders usually worked full-time hours, while only 14 percent (109,000) worked part-time.

[2] Because of their large share in the overall working population, prime age workers nevertheless made up nearly three-fifths of all part-time workers.

Figure 2



Part-time women were more likely than part-time men to be married and living with their spouse. Nearly half of part-time women were married with their spouse present, compared to less than one-third of part-time men. In contrast, part-time men were more likely to be single than women. Over three-fifths of part-time men were single—never married, compared to two-fifths of part-time women.

The reasons for working part-time differed between men and women. Over two out of every five part-time men worked part-time hours because of school or training, compared to just over one out of every four part-time women. In addition, a larger proportion of part-time men than women worked part-time for economic reasons[3], and because of Social Security limits on earnings.

Part-time women were more likely than men to work part-time for family or personal reasons. Two out of every five part-time women cited personal and family-related factors as the reason they worked part-time, compared to just one out of every ten part-time men. Thirty percent of all part-time women said they worked part-time because of family or personal obligations, compared to just 6 percent of part-time men. Moreover, 6 percent of all part-time women worked part-time hours because of childcare problems compared to just 1 percent of part-time men. The overwhelming majority (96 percent) of part-time workers who worked part-time due to childcare problems were women. The same proportion of part-time men and women said health and medical problems were the reason they worked part-time.

Figure 3

The part-time rates of different race and ethnicity groups are shown in Figure 3.[4] A slightly higher share of employed whites (18 percent) worked part-time than was the case for other race and ethnic groups. The part-time rates for other ethnic and race groups were more or less similar—16 percent for Hispanics, 15 percent for Asians, and 14 percent for blacks. Overall, race and ethnicity were not strongly correlated with part-time employment.

Taken together, the demographic data suggest that the traditional household arrangement in which men are the primary wage earners continued to exert a strong influence on the composition of the part-time workforce. Married women were more likely than men to balance the pressures of work and family by taking part-time employment. However, part-time employment was an attractive option for earning income while attending school for men and women alike—but more so for men.

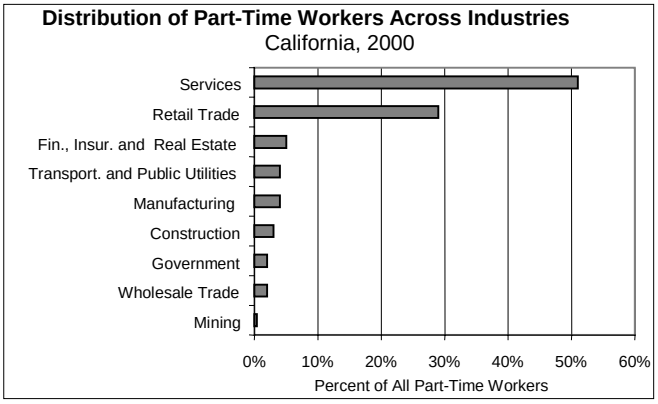
[3] This difference was largely attributable to slack work and business conditions. A nearly similar proportion of men and women said they could only find part-time work.

[4] The U.S. Bureau of Census and Bureau of Labor Statistics categorizes ethnic and race groups separately. Hispanics are members of an ethnic group and may belong to any race.

MOST PART-TIME WORKERS WERE EMPLOYED IN SERVICES AND RETAIL TRADE, IN RELATIVELY LOW-PAYING OCCUPATIONS.

The distribution of part-time workers across industries is provided in Figure 4. Part-time workers were concentrated in the services and trade sectors of the economy in 2000. These two sectors employed four-fifths of all part-time workers and were the only sectors to employ a larger share of part-time workers than their share in total employment.

Figure 4

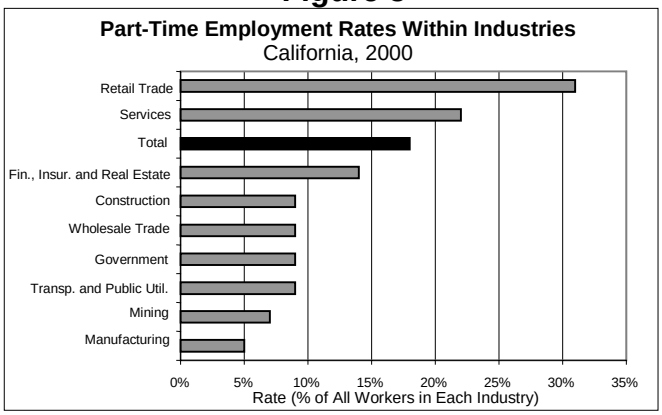


The services sector employed just over half of all part-time workers in 2000. Service industries that employed at least 5 percent of all part-time workers were educational services (15 percent), business services (7 percent), medical services (6 percent) and other professional services (5 percent).

The trade sector employed nearly one-third of all part-time workers, the vast majority of whom were in retail trade. Eating and drinking places were notable employers of part-time workers. Although employing just 5 percent of all nonfarm workers, eating and drinking places employed 12 percent of all part-time workers.

Each of the six remaining major industrial sectors in the economy employed a smaller share of part-time workers than their respective shares in total employment. This was especially true of manufacturing. Although it had a 15 percent share in total nonfarm employment, manufacturing employed just 4 percent of all part-time workers. The shares of total part-time workers in other sectors were: finance, insurance, and real estate (5 percent), transportation and public utilities (3 percent), construction (3 percent), government (2 percent), and mining (less than 1 percent).

Figure 5



Part-time employment rates by industry shown in Figure 5, permit comparisons of the relative shares of part-time workers employed in industries of varying size. The trade sector has been broken out into the wholesale and retail industries. Retail trade had the highest incidence of part-time employment, with nearly one in three workers working part-time. Two-fifths of workers in eating and drinking places were part-time, as were one quarter of other retail workers.

Over one in every five workers in services industries were part-time. The services industries with the highest rates of part-time employment were: private households (43 percent), educational services (31 percent), entertainment and recreation services (28 percent), social services (26 percent), medical services (24 percent), personal services (24 percent) and hospitals (19 percent). Although accounting for a relatively large share of all part-time workers, just 13 percent of workers in business services were part-time. This was the lowest rate among all services industries. Each of the remaining eight sectors employed part-time workers at a rate below that of the

overall nonfarm workforce (18 percent). Fourteen percent of finance, insurance and real estate workers were part-time. Fewer than one out of every ten workers in transportation and public utilities, government, wholesale trade and construction were part-time. Just one out of every 20 manufacturing workers was part-time.

Three-fifths of part-time workers were in managerial and professional, technical, sales and support occupations. One quarter of all part-timers were in service occupations in 2000, well above the one-seventh share these occupations represented in total nonfarm employment. In contrast, only about one out of every eight part-time workers was employed in production, craft, repair, and operator occupations, well below the quarter share these occupations had in total nonfarm employment.

More detailed data reveal that part-time workers were concentrated in just a handful of occupations (See Data Tables, pp. 16-17.) Three occupational groups employed more than a third of all part-time workers - other administrative support (13 percent), sales workers, retail and personal services (12 percent), and food service occupations (11 percent). Four additional occupational groups accounted for another 21 percent of all part-time workers - other professional specialties (6 percent), personal services (5 percent), other executive, administrators, and managers (5 percent), and teachers - except colleges and universities (5 percent). None of the other 37 occupational groups employed more than 3 percent of all part-time workers.

The largest occupation employing part-time workers was cashiers. Nearly 186,000 part-time workers, or 7 percent of all part-timers, were cashiers in 2000. The other occupations with more than 50,000 part-time workers are shown in Figure 6. Although most of the listed occupations typically pay low wages and require minimal skills, the list includes higher paying, professional occupations, such as managers and administrators not elsewhere classified (n.e.c.), registered nurses and teachers.

Figure 6

Occupations With More Than 50,000 Part-Time Workers
California, 2000

Cashiers	185,700
Waiters and Waitresses	82,000
Teachers Aides	73,700
Sales Workers, Other Commodities	70,500
Managers and Administrators, n.e.c.	69,600
Supervisors and Proprietors, Sales Occupations	57,900
Bookkeepers, Accounting, Auditing Clerks	57,000
Cooks	56,500
Janitors and Cleaners	53,200
Nursing Aides, Orderlies and Attendants	53,100
Stock Handlers and Baggers	52,600
Registered Nurses	51,400
Teachers, n.e.c.	50,500

Source: Current Population Survey (CPS)

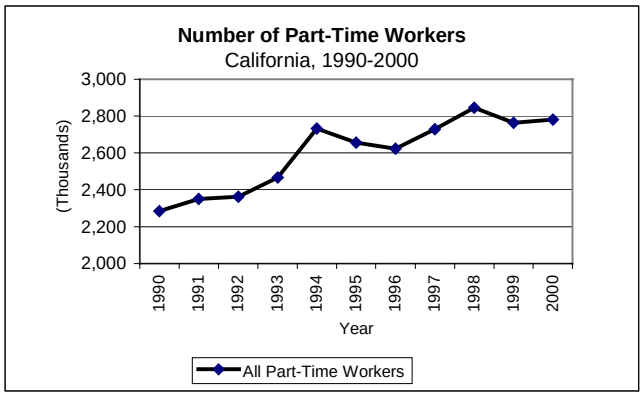
A look at hourly wage data reveals that part-time workers were disproportionately concentrated in low-wage jobs relative to full-time workers. Seven out of every ten part-time hourly wage earners were paid less than $10 an hour in 2000, compared to only four out of every ten full-time workers. Two-fifths of hourly part-time workers earned less than $7 an hour. Conversely, three-fifths of full-time nonfarm workers earned $10 or more an hour, compared to only three out of every ten hourly part-time workers.

The monthly Current Population Survey does not contain information about employee benefits. However, numerous studies have shown that part-time workers are far less likely to receive employment-based benefits than full-time workers.

THE NUMBER OF PART-TIME WORKERS HAS INCREASED OVER THE PAST DECADE, BUT THEIR SHARE IN TOTAL NONFARM EMPLOYMENT HAS REMAINED FAIRLY CONSTANT.

The trend in the number of part-time workers in California over the past decade is shown in Figure 7. The number of part-time workers increased by almost half a million between 1990 and 2000, or at an average annual growth rate of 2.1 percent. This was a faster rate of growth than that of full-time and total nonfarm employment, which grew at average annual rates of 1.2 and 1.3 percent, respectively. The share of part-time workers in total nonfarm employment varied within a narrow range of 3 percent between 1990 and 2000, reaching a low of 17 percent in 1990 and 1991 and a high of 20 percent in 1994. From 1995 the share of part-time workers in total non-farm employment has ranged from 18 to 19 percent.

Figure 7



Annual growth rates in full and part-time employment reflected the strength of the overall economy. As economic recession gripped California from 1990 to 1993[5], the number of part-time workers increased by 182,000 while the number of full-time workers decreased by 620,000. Full-time employment grew at a more rapid pace than part-time employment during the economic expansion. Between 1994 and 2000, the number of full-time workers grew by almost 2 million, or at an average annual rate of 2.4 percent. Although the number of part-time workers grew by 313,000 between 1994 and 2000, or at an average annual rate of just 1.8 percent, the majority of this growth occurred in 1994. From 1995 to 2000 the number of part-time workers grew by just 47,000 or at an average annual pace of only 0.3 percent.

INVOLUNTARY PART-TIME EMPLOYMENT INCREASES IN TIMES OF ECONOMIC STRESS.

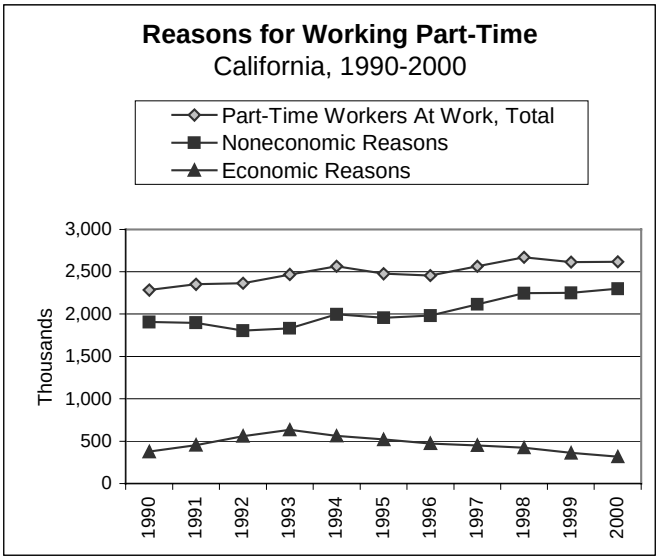
To understand these trends, it is instructive to distinguish economic, or involuntary, reasons for working part-time from non-economic, or voluntary, reasons.[6] The large majority of part-time workers do so voluntarily. From 1990 to 2000, the share of voluntary part-time workers among all part-time workers ranged from a low of 74 percent in 1993 to a high of 88 percent in 2000.

Trends in the numbers of involuntary and voluntary part-time workers from 1990 to 2000 are presented in Figure 8. The number of voluntary part-time workers fell by 75,000 during the 1990 to 1993 recession, but increased by 466,000 during the 1994 to 2000 expansion. In contrast, the number of involuntary part-time workers increased by a dramatic 259,000 (or 70 percent) during the 1990-1993 recession, but decreased in every year of the economic expansion. Since peaking at 636,000 in 1993, the number of involuntary part-time workers had fallen by half to 318,000 in 2000.

[5] The recession in California, as measured by peaks and troughs in total nonfarm employment, began in July 1990 and lasted until May 1993.

[6] The involuntary, or part-time for economic reasons, category includes workers who say they work part-time hours because of slack work or business conditions and workers who want to work full-time hours but could only find part-time work. The voluntary, or part-time for non-economic reasons, category includes workers who work part-time hours for a variety of personal or family reasons, whose normal full-time hours total less than 35 hours each week, or who work part-time because of Social Security limits on earnings.

Figure 8



Clearly, the incidence of involuntary part-time employment is tied to the business cycle. During lean economic times, many employers seek to lower hourly labor costs while minimizing layoffs by cutting the number of hours worked. This is particularly true in manufacturing, construction and mining. Also, many workers seeking full-time jobs that are in short supply are forced to take available part-time positions. But in an expanding economy, employers restore full-time hours, and willing and able workers are more likely to find the full-time jobs they seek. This creates more opportunity for those seeking part-time jobs to find acceptable employment.

Part-time employment can be broken down into short-time, secondary, and retention part-time jobs.[7] *Short-time employment* is analogous to involuntary part-time employment, and is usually temporary since it is linked to the business cycle. *Secondary* part-time jobs typically have low skill requirements, pay low wages without benefits, lack advancement opportunities and have high turnover. *Retention* part-time jobs are often created to retain valued employees and professionals who can't work full-time hours, and are thus characterized by high skill requirements, high pay with benefits, and low turnover.

Although the industry, occupational, wage and historical data in this report suggest that the bulk of California's part-time jobs in 2000 were of a secondary nature, they also highlight the diversity in part-time employment. Short-time and retention jobs are fundamental features of the part-time employment situation in California.

SEASONAL EMPLOYMENT

AN ESTIMATED ONE OUT OF EVERY NINE NONFARM JOBS IN CALIFORNIA WAS SEASONAL IN 2000.

Because definitions of seasonal employment vary, it is difficult to measure the number of seasonal workers through existing employment data collection techniques. Estimates of the numbers of seasonal workers vary considerably in number and reliability.[8] However, employment statistics are seasonally adjusted each month to account for normal seasonal patterns in employment that are associated with cyclical factors such as weather, major holidays, the opening and closing of the school year, and other factors that occur regularly during the calendar year. As such, the seasonal adjustment process provides a means to estimate seasonal employment.[9]

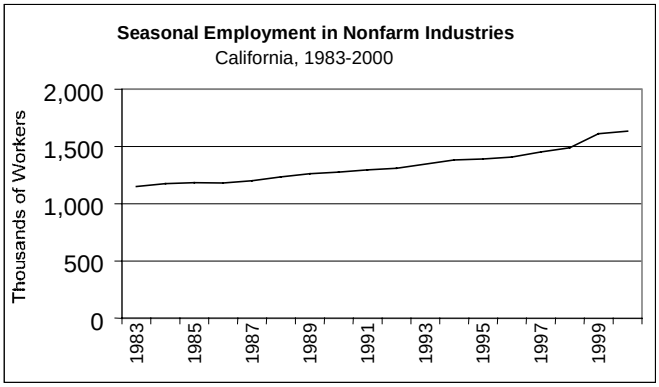
[7] See Tilly, Chris, 1991. "Reasons for the continuing growth of part-time employment," Monthly Labor Review," U.S. Bureau of Labor Statistics, March 1991.

[8] Measurement and reliability issues are compounded when estimating seasonal employment in agriculture given that the workforce is highly mobile and often transient. Moreover, the agricultural cycle typically produces high demand for workers to perform specific tasks of a short-term nature such as harvesting or picking among geographically dispersed farmers.

[9] This paper uses measures of total seasonality, which are derived from ratios between seasonally adjusted and unadjusted monthly employment data, to estimate and analyze the number of seasonal jobs in California. The estimation method is discussed in the "Data Notes" section of this report. For a more complete discussion of this estimation technique, see Leo G. Rydzewski, William G. Deming and Philip L. Rones, 1993, "Seasonal employment falls over past three decades, Monthly Labor Review," U.S. Bureau of Labor Statistics, July 1993, p. 3-14.

There were an estimated 1.64 million seasonal jobs in California in 2000, representing 11 percent of total nonfarm employment.[10] The share of seasonal jobs in nonfarm employment has remained fairly steady over time, ranging within a narrow 10 to 12 percent band between 1983 and 2000.

Figure 9

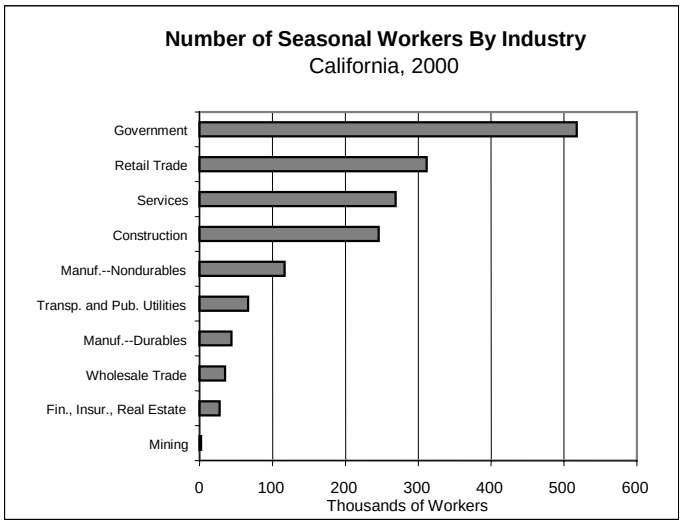


As illustrated in Figure 9, there was steady growth in the number of seasonal jobs between 1983 and 2000. Over this period, the number of seasonal jobs in California grew by 485,000 (or 42 percent), representing an average yearly increase of 2.5 percent. This long-term growth was slightly less than growth in total nonfarm employment, which increased by 46 percent over the same period-an average yearly increase of 2.7 percent. In general, trends in seasonal employment have paralleled those in total nonfarm employment.

CONSTRUCTION, RETAIL TRADE AND GOVERNMENT WERE THE MOST SEASONAL NONFARM SECTORS OF THE CALIFORNIA ECONOMY.

The numbers of seasonal jobs in different industries in 2000 are shown in Figure 10. Government accounted for the largest number of seasonal jobs (517,000 or 32 percent of all seasonal jobs) followed by retail trade (311,000 or 19 percent), services (269,000 or 16 percent), and construction (246,000 or 15 percent). These four sectors accounted for slightly more than four-fifths of all seasonal jobs. The remaining seasonal jobs were distributed across six sectors, the largest being nondurable goods manufacturing which accounted for just 7 percent of seasonal jobs.

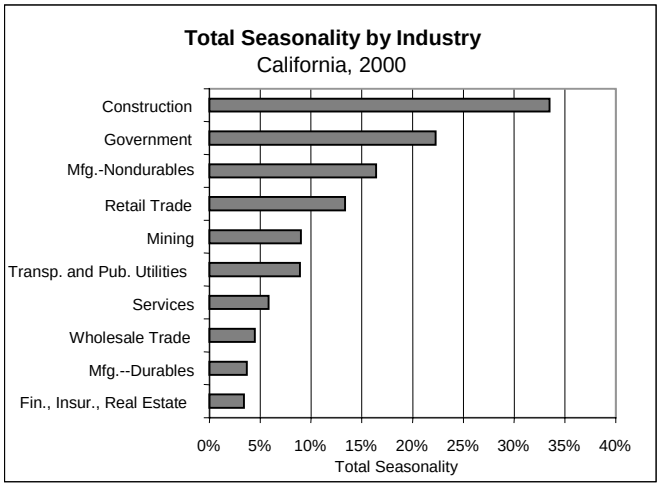
Figure 10



A comparison of the degree of seasonality in different industries in 2000 is provided in Figure 11. Construction, which is highly susceptible to weather-related factors, was the most seasonal industry. Other seasonal industries included government (22 percent), nondurable goods manufacturing (16 percent), and retail trade (13 percent). School-related seasonal patterns account for most of the seasonality within government. Local government, and more specifically, local education, is the largest employer within government. Agricultural production cycles account for the relatively high degree of seasonality in the nondurable goods manufacturing sector since food and kindred products is the largest industry within this sector.

[10] Since industry employment data are produced from the BLS Current Employment Statistics survey of firms, estimated numbers represent counts of jobs and not individuals.

Figure 11



Finance, insurance, and real estate, durable goods manufacturing and wholesale trade were the least seasonal industries. Total seasonality in each of these industries was below 5 percent. Services had a relatively low total seasonality of 6 percent. This was somewhat surprising because services includes tourist-oriented industries such as amusement and recreation and hotels and other lodging that tend to be very seasonal. Two factors help explain the relatively low seasonality estimate in services - the large size of the services sector (32 percent of total nonfarm employment) and possible offsetting of seasonal employment patterns between the 14 services industries.

Data Notes

Part-Time Employment.

Source. Characteristics data in this report (that is, ratios of workers by industry and occupation, hourly pay rate, and demographic group) are from the Current Population Survey (CPS), a monthly survey of households conducted by the U.S. Bureau of the Census for the U.S. Bureau of Labor Statistics (BLS). Estimated percentages were obtained from special tabulations of CPS microdata. Estimates of employment levels were derived by applying characteristic ratios from the CPS to official estimates of California civilian employment (2000) benchmark.

Concepts. Statistics on the employment status of the population and related data are compiled by BLS using data from the CPS. This survey is conducted through a scientifically selected sample designed to represent the civilian, noninstitutional population. Respondents are interviewed to obtain information about the employment status of each member of the household 16 years of age and over. The inquiry relates to activity or status during the calendar week, Sunday through Saturday, which includes the 12th day of the month. This is known as the "reference week." Actual field interviewing is conducted in the following week, referred to as the "survey week."

Definitions.

- A person is categorized as employed if he or she worked one or more hours for pay or in a family business during the reference week.
- Individuals holding more than one job are classified according to their primary job, defined as the job in which they worked the most hours during the reference week.
- A person is classified as full-time or part-time based on the number of hours he or she usually works, at all jobs, during the reference week. Full-time workers usually work 35 hours or more. Part-time workers usually work between 1 and 35 hours.

Rounding of Estimates. The sums of individual items may not always equal the totals shown in the same tables because of independent rounding of total and components. Percentages were calculated from unrounded data, then rounded to the nearest whole percentage point. Therefore, sums of percent distributions may not always equal 100 percent. Numbers were rounded to the nearest 1,000.

Accuracy Statement. When a sample rather than the entire population is surveyed, estimates differ from the true population values that they represent. The sample estimate and its standard error can be used to construct approximate confidence intervals, or ranges of values, that include the true population value with known probabilities.

As an illustration of the statistical significance of data presented in this report, at the 90 percent confidence level, part-time workers in 2000 comprised 17.7 percent of all workers, plus or minus 0.5 percentage point. Other things being equal, confidence intervals are wider around estimated percentages near 50 percent than around percentages nearer to 0 or 100 percent.

Seasonal Employment.

Source. Characteristics data in this section were estimated from the Current Employment Statistics Survey (CES), a monthly survey of establishments conducted by the U.S. Bureau of Labor Statistics (BLS), and represents a count of jobs.

Total Seasonality. The first step in estimating the number of seasonal workers is to calculate *total seasonality* for each industry, or the amount by which seasonally unadjusted estimates must be increased or decreased to filter out seasonal patterns in employment over the course of a year. To do this, *implicit seasonal factors* for each industry are derived by dividing the monthly seasonally unadjusted employment level by the seasonally adjusted employment level and calculating the absolute value of the difference from one for each factor. Absolute values are used to prevent seasonal increases and decreases within a given year from offsetting each other. Total seasonality for each industry is calculated by summing the monthly implicit seasonal factors over the course of a year.

- Interpretation. A couple of examples will illustrate how implicit seasonal factors and total seasonality are interpreted. The implicit seasonal factor for retail trade was 0.04 in December 2000. This indicates that due to seasonal factors, retail employment during the month was 4 percent higher than would be expected in a typical month. Total seasonality in retail trade for the 12 months in 2000 was 0.134. This indicates that over the course of the year, seasonal adjustments to the retail employment time series totaled 13.4 percent. In other words, an estimated 13 percent of retail jobs were seasonal in 2000.

- Data Limitations. Because total seasonality is estimated for major industries, or sectors, offsetting seasonal movements between industries that make up each sector are not captured in the estimates. For example, during a typical holiday season, employment in retail stores increases, but falls in eating and drinking places. But the total seasonality measure for retail trade is too highly aggregated to distinguish these offsetting seasonal

movements, meaning that the degree of seasonality within retail trade during the holiday season is understated.

Numbers of Seasonal Jobs. To estimate the total number of seasonal jobs in California, seasonal factors are weighted by each industry's share in total nonfarm employment. For example, retail trade's share in total nonfarm employment was 17 percent in 2000. As a result, retail trade's weighted seasonal adjustment factor was 0.023 (0.134 times 0.17). Summing the weighted seasonal factors for each industry produces a measure of total seasonality in total nonfarm employment. The number of seasonal jobs for a given industry is estimated by multiplying its unadjusted annual average employment level by its weighted seasonality factor. The total number of nonfarm seasonal jobs in California is estimated by summing the number of seasonal jobs in all industries.

Data Tables

Numbers of Full-Time and Part-Time Workers, 1990-2000

California, Nonagricultural

Year	All Workers	Full-time Workers	Part-time Workers	Part-time Share (%)
1990	13,847,000	11,562,000	2,285,000	17%
1991	13,513,000	11,162,000	2,351,000	17%
1992	13,426,000	11,063,000	2,363,000	18%
1993	13,409,000	10,942,000	2,467,000	18%
1994	13,666,000	10,933,000	2,733,000	20%
1995	13,691,000	11,035,000	2,656,000	19%
1996	13,873,000	11,251,000	2,622,000	19%
1997	14,434,000	11,706,000	2,728,000	19%
1998	14,814,000	11,970,000	2,844,000	19%
1999	15,181,000	12,418,000	2,763,000	18%
2000	15,710,000	12,929,000	2,781,000	18%

Reasons for Working Part-Time, 1990-2000

California, Nonagricultural, Persons at Work Only

Year	Part-time Workers At Work, Total	Economic Reasons	Non-economic Reasons	Share—Economic Reasons	Share—Non-Economic Reasons
1990[1]	2,285,000	377,000	1,908,000	17%	83%
1991[1]	2,351,000	454,000	1,897,000	19%	81%
1992[1]	2,363,000	560,000	1,803,000	24%	76%
1993[1]	2,467,000	636,000	1,831,000	26%	74%
1994	2,564,000	565,000	1,999,000	22%	78%
1995	2,477,000	521,000	1,956,000	21%	79%
1996	2,454,000	473,000	1,981,000	19%	81%
1997	2,565,000	451,000	2,114,000	18%	82%
1998	2,690,000	424,000	2,245,000	16%	84%
1999	2,613,000	362,000	2,251,000	14%	86%
2000	2,616,000	318,000	2,298,000	12%	88%

1 Numbers may include some part-time workers not at work due to the manner in which the Current Population Survey categorized workers by work status prior to 1994. Inclusion of these persons does not affect trend.

Number, Distribution, and Incidence of Workers by Demographic Characteristic

California, Nonagricultural, 2000

	Number			Incidence (Percent of Row Total)		Distribution (Percent of Column Total)		
Demographic Characteristic	Full-time Workers	Part-time Workers	Total	% Who Are Full-time	% Who Are Part-time	% of Full-time Workers	% of Part-time Workers	% of All Workers
TOTAL	12,929,000	2,781,000	15,710,000	82%	18%	100%	100%	100%
Sex								
Men	7,510,000	947,000	8,457,000	89%	11%	58%	34%	54%
Female	5,419,000	1,834,000	7,253,000	75%	25%	42%	66%	46%
Total	*12,929,000*	*2,781,000*	*15,710,000*	*82%*	*18%*	*100%*	*100%*	*100%*
Age								
16-19 years	232,000	512,000	744,000	31%	69%	2%	18%	5%
20-24 years	1,151,000	470,000	1,621,000	71%	29%	9%	17%	10%
25-34 years	3,349,000	425,000	3,774,000	89%	11%	26%	15%	24%
35-44 years	3,762,000	545,000	4,307,000	87%	13%	29%	20%	27%
45-54 years	2,987,000	406,000	3,393,000	88%	12%	23%	15%	22%
55-64 years	1,241,000	239,000	1,480,000	84%	16%	10%	9%	9%
65 or More	207,000	184,000	391,000	53%	47%	2%	7%	3%
Total	*12,929,000*	*2,781,000*	*15,710,000*	*82%*	*18%*	*100%*	*100%*	*100%*
Ethnicity								
Hispanic	3,460,000	636,000	4,095,000	84%	16%	27%	23%	26%
Non-Hispanic	9,469,000	2,145,000	11,615,000	82%	18%	73%	77%	74%
Total	*12,929,000*	*2,781,000*	*15,710,000*	*82%*	*18%*	*100%*	*100%*	*100%*
Race								
White	10,250,000	2,325,000	12,575,000	82%	18%	79%	84%	80%
Black	864,000	137,000	1,001,000	86%	14%	7%	5%	6%
American Indian, Aleut, and Eskimo	149,000	NA	176,000	85%	15%	1%	1%	1%
Asian or Pacific Islander	1,666,000	292,000	1,958,000	85%	15%	13%	10%	13%
Total	*12,929,000*	*2,781,000*	*15,710,000*	*82%*	*18%*	*100%*	*100%*	*100%*
Multiple Jobholding								
Single Jobholder	12,262,000	2,672,000	14,934,000	82%	18%	95%	96%	95%
Multiple Jobholder	667,000	109,000	776,000	86%	14%	5%	4%	5%
Total	*12,929,000*	*2,781,000*	*15,710,000*	*82%*	*18%*	*100%*	*100%*	*100%*

Percentages may not add to 100 in totals or subtotals due to rounding.

Comparisons Between Part-Time Men and Women
California, 2000

	Number			Incidence (% of Row Total)		Distribution (Percent of Column Total)		
Demographic Characteristics	Part-time Men	Part-time Women	Total	% Who Are Men	% Who Are Women	% of Part-time Men	% of Part-time Women	% of All Part-time Workers
Age								
16-19	232,000	281,000	513,000	45%	55%	25%	15%	18%
20-24	197,000	275,000	472,000	42%	59%	21%	15%	17%
25-34	134,000	291,000	425,000	32%	68%	14%	16%	15%
35-44	112,000	432,000	544,000	21%	79%	12%	24%	20%
45-54	98,000	308,000	406,000	24%	76%	10%	17%	15%
55-64	79,000	159,000	238,000	33%	67%	8%	9%	9%
65 or More	95,000	88,000	183,000	52%	48%	10%	5%	7%
Total	*947,000*	*1,834,000*	*2,781,000*	*34%*	*66%*	*100%*	*100%*	*100%*
Marital Status								
Married - Spouse Present	285,000	894,000	1,179,000	24%	76%	30%	49%	42%
Married - Spouse Absent	NA	NA	NA	37%	63%	1%	1%	1%
Widowed	NA	48,000	55,000	13%	87%	1%	3%	2%
Divorced	59,000	142,000	201,000	30%	71%	6%	8%	7%
Separated	NA	42,000	56,000	25%	75%	1%	2%	2%
Never Married	573,000	693,000	1,266,000	45%	55%	61%	38%	46%
Total	*947,000*	*1,834,000*	*2,781,000*	*34%*	*66%*	*100%*	*100%*	*100%*

NA indicates estimates are below U.S. Bureau of Labor Statistics publication standards.
Percentages may not add to 100 in totals or subtotals due to rounding.

Detailed Reasons for Usually Working Part-Time
California, 2000

Reasons	% of Male Part-Time Workers	% of Female Part-Time Workers	% of All Part-Time Workers
Economic Reasons:			
Slack Work/Business Conditions	11%	6%	8%
Could Only Find Part-time Work	6%	5%	5%
Seasonal Work	NA	NA	NA
Sub-Total	*17%*	*11%*	*14%*
Personal/Family Reasons:			
Child Care Problems	1%	6%	4%
Other Family/Personal Obligations	6%	30%	22%
Health/Medical Limitations	3%	3%	3%
Sub-Total	*10%*	*39%*	*29%*
School/Training	42%	27%	32%
Social Security Limit On Earnings	10%	4%	6%
Full-Time Work week less than 35 Hours	14%	12%	13%
Other Reason	8%	7%	7%
Total	*100%*	*100%*	*100%*

NA indicates estimates are below U.S. Bureau of Labor Statistics publication standards
Percentages may not add to 100 in totals or sub-totals due to rounding.

Part-Time Workers by Industry

California, Nonagricultural, 2000

Industry	Total (FT and PT) Who Work in Industry	PT Workers Who Work in Industry	% of Workers in Industry Who Are Part-time	% All PT Workers	Industry Share (All Workers)
Mining	NA	NA	7%	NA	NA
Construction	1,021,000	88,000	9%	3%	7%
Manufacturing	2,286,000	115,000	5%	4%	15%
Manufacturing - Durables	1,445,000	58,000	4%	2%	9%
Manufacturing - Nondurables	841,000	57,000	7%	2%	5%
Transportation and Public Utilities	1,084,000	96,000	9%	3%	7%
Transportation	678,000	80,000	12%	3%	4%
Communications	246,000	NA	6%	1%	2%
Utilities And Sanitary Services	160,000	NA	1%	NA	1%
Trade	3,293,000	859,000	26%	31%	21%
Wholesale Trade	679,000	58,000	9%	2%	4%
Retail Trade	2,614,000	801,000	31%	29%	17%
Other Retail	1,815,000	478,000	26%	17%	12%
Eating and Drinking Places	799,000	323,000	40%	12%	5%
Finance, Insurance and Real Estate	994,000	141,000	14%	5%	6%
Services	6,348,000	1,423,000	22%	51%	40%
Private Households	182,000	78,000	43%	3%	1%
Business, Auto And Repair Services	1,469,000	190,000	13%	7%	9%
Personal Services, Excluding Private Households	453,000	109,000	24%	4%	3%
Entertainment And Recreation Services	458,000	126,000	28%	5%	3%
Hospitals	488,000	94,000	19%	3%	3%
Medical Services	694,000	168,000	24%	6%	4%
Educational Services	1,316,000	402,000	31%	15%	8%
Social Services	433,000	111,000	26%	4%	3%
Other Professional Services	855,000	145,000	17%	5%	5%
Forestry And Fisheries	NA	NA	7%	NA	NA
Government	656,000	57,000	9%	2%	4%
Total	*15,710,000*	*2,781,000*	*18%*	*100%*	*100%*

NA indicates estimates are below U.S. Bureau of Labor Statistics publication standards
Percentages may not add to 100 in totals or subtotals due to rounding.

Major Occupations of Full-Time and Part-Time Workers
California, 2000

Occupational Group	Number			Incidence (% of Row Total)		Distribution (Percent of Column Total)		
	Full-time	Part-time	Total	% Full-time	% Part-time	% of Full-time	% of Part-time	% All Workers
Managerial and Professional, Technical, Sales and Support	8,231,000	1,732,000	9,963,000	83%	17%	64%	62%	63%
Service Occupations	1,418,000	697,000	2,115,000	67%	33%	11%	25%	14%
Production, Craft, Repair and Operators	3,215,000	340,000	3,555,000	90%	10%	25%	12%	23%
Farming, Forestry, and Fishing	65,000	NA	77,000	85%	15%	NA	NA	NA
Total	*12,929,000*	*2,781,000*	*15,710,000*	*82%*	*18%*	*100%*	*100%*	*100%*

NA indicates estimates are below U.S. Bureau of Labor Statistics publication standards.

Detailed Occupations of Full-Time and Part-Time Workers
California, 2000

Detailed Occupational Group	Distribution (% of Row Total)		Incidence[1] (% of Column Total)		
	% Who Are Full-time	% Who Are Part-time	% of Full-time Workers	% of Part-time Workers	% of All Workers
Managerial and Professional, Technical, Sales and Support Occupations					
Sales Related Occupations	39%	61%	NA	NA	NA
Sales Workers, Retail and Personal Services	60%	40%	4%	12%	5%
Teachers, College and University	61%	39%	1%	2%	1%
Other Administrative Support	74%	26%	8%	13%	9%
Health Assessment and Treating	75%	25%	2%	3%	2%
Financial Records, Processing Occupations	76%	24%	2%	2%	2%
Teachers, Except College and University	77%	23%	4%	5%	4%
Other Professional Specialties	79%	21%	5%	6%	5%
Secretaries, Stenographers, and Typists	80%	20%	2%	2%	2%
Health Technologists and Technicians	80%	20%	1%	1%	1%
Health Diagnosing	81%	19%	1%	1%	1%
Sales Reps., Finance, and Business Services	86%	14%	2%	2%	2%
Lawyers and Judges	90%	10%	1%	NA	1%
Natural Scientists	90%	10%	NA	NA	NA
Supervisors and Proprietors, Sales	90%	10%	4%	2%	4%
Technicians, Except Health	90%	10%	1%	1%	1%
Mail and Message Distributing	91%	9%	1%	NA	1%
Management Related Occupations	91%	9%	4%	2%	4%
Computer Equipment Operators	91%	9%	NA	NA	NA
Other Executive, Administrators, and Managers	92%	8%	13%	5%	12%
Mathematical and Computer Scientists	93%	7%	2%	1%	2%
Engineering and Science Technicians	94%	6%	1%	NA	1%
Supervisors, Administrative Support	95%	5%	1%	NA	NA
Sales Reps., Commodities, Except Retail	95%	5%	1%	NA	1%
Engineers	96%	4%	2%	NA	2%
Officials and Administrators, Public Admin.	97%	3%	1%	NA	NA

Detailed Occupations of Full-Time and Part-Time Workers (Continued)
California, 2000

	Distribution (% of Row Total)		**Incidence** (% of Column Total)		
Detailed Occupational Group	% Who Are Full-time	% Who Are Part-time	% of Full-time Workers	% of Part-time Workers	% of All Workers
Service Occupations					
Food Service	57%	43%	3%	11%	*4%*
Private Household Service Occupations	58%	42%	1%	3%	1%
Personal Service Occupations	61%	39%	2%	5%	2%
Health Service Occupations	71%	29%	1%	3%	2%
Cleaning and Building Service Occupations	80%	20%	2%	3%	2%
Protective Service Occupations	89%	11%	2%	1%	2%
Production, Craft, Repair, and Operator Occupations					
Freight, Stock and Material Handlers	65%	35%	1%	3%	1%
Other Handlers, Equip. Cleaners, and Laborers	81%	19%	2%	2%	2%
Motor Vehicle Operators	87%	*13%*	3%	2%	3%
Construction Laborers	88%	*12%*	1%	1%	1%
Other Precision Production Occupations	93%	*7%*	3%	1%	3%
Machine Operators and Tenders, Ex. Precision	93%	*7%*	4%	1%	3%
Construction Trades	93%	*7%*	*5%*	2%	*4%*
Other Transportation And Material Moving	95%	*5%*	1%	NA	1%
Fabricators, Assemblers, Inspectors, and Samplers	95%	*5%*	2%	NA	2%
Mechanics and Repairers	96%	*4%*	*4%*	1%	3%
Farm Workers and Related Occupations	85%	*15%*	NA	NA	NA
Forestry and Fishing Occupations	83%	*17%*	NA	NA	NA
Total	*82%*	*18%*	*100%*	*100%*	*100%*

NA refers to a share of less than 0.5 percent.

Wages of Hourly Full and Part-Time Workers
California, Nonagricultural, 2000

	Distribution (Percent of Row Total)		**Incidence** (Percent of Column Total)		
Hourly Wage	Hourly Full-time Workers	Hourly Part-time Workers	% of Hourly Full-time Workers	% of Hourly Part-time Workers	% of All Hourly Workers
Less than $7.00	56%	44%	15%	40%	20%
Less Than $10.00	66%	34%	40%	70%	47%
$10.00-$19.99	88%	12%	45%	21%	39%
$20.00-$29.99	88%	12%	12%	5%	10%
$30.00 or more	79%	21%	4%	3%	4%

Estimated Number of Seasonal Jobs and Their Share In Total Nonfarm Employment

California, 1983-2000

Year	All Nonfarm Jobs	Number of Seasonal Jobs	Seasonal Share (%)	Year	All Nonfarm Jobs	Number of Seasonal Jobs	Seasonal Share (%)
1983	9,918,000	1,150,000	12%	**1992**	12,154,000	1,310,000	11%
1984	10,390,000	1,176,000	11%	**1993**	12,054,000	1,345,000	11%
1985	10,770,000	1,185,000	11%	**1994**	12,159,000	1,382,000	11%
1986	11,085,000	1,182,000	11%	**1995**	12,422,000	1,392,000	11%
1987	11,473,000	1,199,000	11%	**1996**	12,743,000	1,406,000	11%
1988	11,912,000	1,234,000	10%	**1997**	13,130,000	1,452,000	11%
1989	12,239,000	1,262,000	10%	**1998**	13,596,000	1,489,000	11%
1990	12,500,000	1,277,000	10%	**1999**	13,992,000	1,613,000	12%
1991	12,359,000	1,297,000	11%	**2000**	14,519,000	1,635,000	11%

Total Seasonality and Estimated Number of Seasonal Workers by Industry

California, Nonagricultural, 2000

Industry	Total Seasonality in Industry	Number of Seasonal Workers	Share of All Seasonal Jobs
Mining	9%	NA	NA
Construction	33%	246,000	15%
Transportation and Public Utilities	9%	66,000	4%
Manufacturing	8%	161,000	10%
Durables	4%	44,000	3%
Nondurables	16%	117,000	7%
Trade	11%	346,000	21%
Wholesale Trade	4%	35,000	2%
Retail Trade	13%	311,000	19%
Finance, Insurance and Real Estate	3%	28,000	2%
Services	6%	269,000	16%
Government	22%	517,000	32%
Total	*7%*	*1,635,000*	*100%*

NA indicates estimates are below U.S. Bureau of Labor Statistics publication standards.